

Tuesdays with Tammy Nevada Libraries Forum
from
Nevada State Library, Archives and Public Records
10 a.m. - 11:00 a.m.
Tuesday
November 17th, 2020

Notes

Attending: Tammy Westergard, Sulin Jones, Bruce Douglass, NSLAPR; Kim Diehm, Boulder City; Amy Lauder, Diane Baker, Tod Colegrove, Carson City; Joy Gunn, Marcie Smedley, Henderson; Jessica Anderson, Humboldt County; Fred James, Danielle Milam, LVCCLD; Forrest Lewis, North Las Vegas; Joan Dalusung, Jeff Scott, Washoe County; Cyndi O, NV CoOp; Kristy Miller, Johnson High School; Kristy Reynolds, UNR; Nancy Schmidt, SCLL.



WHAT PEOPLE ARE THINKING RIGHT NOW



Strengths:

- Libraries remain agile and community centered, providing essential services that reach beyond books and information; each library focuses on the needs of their own communities.
- Libraries pull together, help each other, and share with each other; Nevada libraries have created Communities of Practice around knowledge, innovation, and best practices



Struggles:

- Maintaining core services for the public and a safe work environment for staff while operating under reduced hours and in compliance with health and safety protocols re: building capacity and lending of materials
- Keeping staff working and keeping staff positions, pay, and benefits intact during shutdowns



Opportunities

- Being clever, creative, and sustainable during these times creates support among communities we serve.
- Demonstrating effectiveness of libraries in times of crisis; providing tangible and essential services to assist communities during the COVID19 pandemic and economic downturn.
- Partnerships with organizations (such as the Department of Education, California Library Association, and local government departments) that wouldn't have happened pre-pandemic



Trends

- Libraries will do things differently going forward and will retain some programs and services that were begun because of the pandemic

Announcements:

- **New Tuesday Schedule beginning in December**
 - *Meetings will be monthly starting December 2020.*
 - 1st Tuesday of the month, 10 am
- **Vaclav Havel Library Foundation** - The Vaclav Havel Library Foundation (VHLF) is a nonprofit organization established in the United States to honor, preserve, and build upon the legacy of playwright, dissident, and former President of Czechoslovakia and the Czech Republic, Vaclav Havel.

International Advisory Board membership includes Tammy Westergard, NSLAPR
<https://www.vhlf.org/about-us/international-advisory-board/>

Tammy shared the text of the most recent (November 2020) VHLS newsletter:

Dear Friends of VHLF,

On November 17, we will celebrate the anniversary of the Velvet Revolution, when Czechs and Slovaks claimed back governance and sovereignty from the oppressive communist party and started the difficult process of rebuilding democratic institutions in their country.

The peaceful revolution and the transition towards the first free elections in June 1990, under the unique presidential guidance of Vaclav Havel, were amazing historical events that the whole world was watching. Czechoslovakia became a country where political miracles can happen. It was the most important time for my generation, a time when people came together to express their wish and determination to live in a democratic society. The enthusiasm and aspirations of those years are much alive in our memories.

In his address to the U.S. Congress on February 22, 1990, Vaclav Havel said:

“As long as people are people, democracy in the full sense of the word will always remain an ideal. One may approach democracy as one would a horizon, in ways that may be better or worse, but which can never fully be attained. In this sense you, too, are merely approaching democracy. You have thousands of problems of all kinds, as other countries do. But you have one great advantage: you have been approaching democracy for more than two hundred years, and your journey towards that horizon has never been disrupted by a totalitarian system.”

With this year’s presidential election in the United States, the whole world has been following the test of one of the most elaborate and complex democratic systems in the world. It is an acid test that will inspire people to treat their democratic establishments with great care, attention, and respect. To protect their democratic institutions, more people are encouraged to exercise their right to vote, to be engaged in local politics, and to be autonomous citizens. Democracy can never be taken for granted.

Congratulations to America on the record number of votes and to President-elect Joe Biden and Vice President-elect Kamala Harris! Congratulations to Czechs and Slovaks on thirty-one years of democratic freedoms!

Best wishes,
Pavla Niklova
Executive Director

NSLAPR Updates:

- Califa Group will develop training modules and microlearning opportunities to prepare public library staff to effectively respond to the COVID-19.
- Early Literacy Memo (attached) to the Office of Senator Cortez Masto. Nancy Schmidt shared: Our informal conversation with Trevor Dean, Senior Policy Advisor to Senator Cortez Masto, regarding early literacy has resulted in a memo sent to the Senator's office. The United Ways of Northern and Southern Nevada; Marty Elquist of the Children's Cabinet/Chair of the Nevada Early Childhood Advisory Council; and the NSLAPR survey of literacy efforts in public libraries all contributed to the Nevada Literacy Landscape memo. We hope the document will be a continuing, growing document that will be updated regularly and will include public libraries, literacy education organizations, and umbrella groups. NSLAPR will be the clearing house for all the information and data. The Early Literacy Landscape memo and attachments will be included in today's notes and will be posted on the website.
- COSLA/OCLC call on November 12 - Tammy Westergard reported that the meeting with state library counterparts from across the country provided an update on what libraries are doing in response to COVID19 to ensure access. She shared with the meeting participants what Nevada libraries are doing. A current theme in the discussion of those attending was the question of the library as physical place or digital provider.

Status Check on Libraries: Updates on the current status of libraries, staff, furloughs, potential new shutdowns, etc, regarding the latest COVID19 situations in each county

- **Tammy Westergard, NSLAPR:** At the start of 2021, furloughs will impact state employees.
- **Tod Colegrove, Carson City:** During the first shut down, a city directive stated that all part-time staff would not be paid and full-time staff would telework from home. Staff are now teleworking when not at the library doing duties that require a physical presence. This was done to keep the library open and providing services to our patrons. As a result, we were able to keep our employees paid and bring back our part-time workers after the reopening of the library. We are repositioning ourselves to remain open and keep employees working by getting new equipment that is hands free and installing exterior lockers so that if the building is closed, we can continue service to the community.
- **Jeff Scott, Washoe County:** One of our first priorities was keeping staff and finding work to do when we closed. We had Library Assistants 3 and above working virtually while Library Assistants 2 and below were put on administrative leave. Using Microsoft Teams, we were able to put most of staff to work helping the public virtually, including the more vulnerable staff. We have lost positions due to hiring freezes and are looking at budget cuts within the near future. However, we are demonstrating that Library staff is working both in the buildings *and* from home to provide library services to the community. We shut down our library branches due to the Governor's declarations and to help stop the uncontrolled community spread of the virus in Washoe County. Plans are to reopen on December 1.
- **Forrest Lewis, North Las Vegas:** We have all of our staff working with the exception of our shelveers who were furloughed at the beginning of the pandemic. We are keeping our Librarian 2's and above busy with digital projects. Our problem has been finding work for our circulation staff, but the City has been using them to run the CARES small business and utility assistance grant distribution.
- **Marcie Smedley, Henderson:** All employees are at work. We were hoping to reopen with limited services this month before the most recent developments. During the first stay at home order,

we developed a pandemic preparedness policy which was approved by the Board. Like Washoe, this plan allowed us to keep and pay staff. We haven't been able to fill positions left vacated, so there is a savings there. When the first stay at home order was lifted, we brought staff back using a hybrid 50/50 work from home/work in the building. We have increased staff time spent working in the building from 50% to 75% with managers working fulltime in the buildings. We will continue with this and continue to provide curbside service unless there is a stay at home order from the Governor. We are prepared to continue to pay staff if there is a shutdown. All staff are maintaining social distance, mask wearing, and cleaning protocols which have proven successful.

- **Cyndi O, Nevada CoOp:** Some libraries have had to close. Esmeralda County shut down all three libraries yesterday due to a rise in cases after having been one of the last counties in the country without cases. Beatty Library is closed because of a structural issue, and Storey County Library is closed to the public. Sierra Nevada University is sending their students home this Friday and they will finish their term at home.
- **Kim Diehm, Boulder:** We are continuing with curbside and limited services in the building. We are working with staggered schedules for working in the building and working from home. The board agrees that staff will continue to be paid whether the library is open or closed. We are in wait and see mode and are prepared to take a step back if necessary but would continue curbside service.
- **Fred James, LVCCLD:** It's been a tough situation since March. We resisted calls to furlough staff, were able to keep everyone on board, and reopened earlier than most library systems to avoid having to let staff go. During the shut down, we cleaned our buildings thoroughly, installed plexiglass, and added curbside service. If there is another shutdown, we will drop down to 3-4 branches with curbside service based on the patterns that were established. Currently staff are cross-training library staff with theater and lighting/sound people and developing virtual programming for the LVCCLD YouTube channel. The YouTube channel, in addition to being a creation platform to provide library information and services, will open up cross-district partnership opportunities.

Library check-ins

- **Forrest Lewis, NLA President:** We are discussing a partnership with the California Library Association. NLA members will be able to attend the CLA online conference in May at a discounted rate, and access to all the sessions will be available for a year. We also discussed the upcoming Legislative session and how to continue to advocate for libraries. A blog has been added to the NLA website and we will be soliciting stories from Nevada libraries to share with legislators. All libraries in the state are doing amazing things, and we hope to pull together the stories to promote what libraries are doing.
- **Cyndi O:** Nevada Reads is going strong with 2,600 checkouts for the two titles. The CoOp EDGE assessment is ahead of schedule with half the libraries having already completed their assessments.



STATE OF NEVADA
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November 12, 2020

To: Trevor Dean, Senior Policy Advisor for Transportation and Technology and
Director of Government Investment
Office of Senator Catherine Cortez Masto

Through: Nancy Cummings-Schmidt, MLS, State Council on Libraries and Literacy
Member serving as the literacy representative

From: Tammy Westergard, MLS, Administrator
Nevada State Library, Archives and Public Records

RE: Request for information about Nevada's early literacy partnership landscape

We are pleased to present you with a literacy landscape for Nevada. This literacy landscape places its emphasis on early childhood and family literacy initiatives and programs. To set the stage, we have highlighted the work of several umbrella groups: the Nevada State Library, which includes the public libraries throughout the state, the Nevada Early Childhood Advisory Council, the United Way of Southern Nevada, and the United Way of Northern Nevada and the Sierras. Additionally, we have provided a summary of the results of a survey of Nevada libraries regarding their early childhood and family literacy programs.

The Nevada State Library, Archives and Public Records

Through the leadership of the State Council on Libraries and Literacy, the Nevada State Library has recognized the need to include an early and family literacy initiative as part of its charge. One of the most prominent roles in support of this initiative is the linking of early and family literacy networks throughout the state. This includes continuing education and professional development opportunities to assist literacy professionals in learning how to integrate content-specific early and family literacy resources into programs with specific learning outcomes in mind. Combined, this network provides suggestions and tips to work with teachers, professors, instructors, workforce training partners, and even employers themselves about the vital importance of early childhood and family literacy. In this way, the library facilitates meaningful learning links between informal and formal environments during out-of-school time.

The importance of supporting and creating literacy partnerships through the State Library is another primary objective of the initiative. Two specific examples of these literacy partnerships include working with the Northern Nevada Reading Council's Family Reading Program, a parent-

child, hands-on reading program that includes helping families build home libraries. The other example is the partnership with the Children's Cabinet of Nevada. This program is a facilitated learning circle that discusses the best techniques for adding early literacy skills and Mind in the Making Executive Function to virtual story times.

In essence, the overarching outcome is to build, support, and maintain a statewide literacy network that includes working together with libraries, community organizations, non-profits, and the private sector.

The Nevada Early Childhood Advisory Council

The vision of the Nevada Early Childhood Advisory Council (ECAC) is that Nevada's children will be safe, healthy, and thriving during the first eight years of life, and the system will support children and families in achieving their full potential. To achieve this vision, the strategic plan was developed on the premise that we must strengthen the quality of early childhood education (defined as birth through third grade) to foster all areas of children's development, including literacy, to ensure our children are successful in school and in life. Families must be supported to nurture their children's literacy development, love of learning, and school readiness and have equitable access to health care. Communities must be engaged and align efforts to help children be healthy and ready to learn, engage and support their families, create more access to out-of-school literacy programs, and reduce chronic absenteeism in school. The high-level strategic plan overview/infographic is attached.

Literacy-specific activities are in the individual committee action plans (progress update from OnStrategy attached). Much of the work of the ECAC and the committees has been on hold due to COVID-19. There are some action steps in this progress update that have been completed or started, but updates to the system have not occurred. The goal is to update the plan by the end of November for our annual report to the Governor and Nevada's Legislative Council Bureau.

One of the major undertakings of the ECAC, in partnership with literacy organizations throughout the state, is the Pritzker Strong Start Nevada PN-3 Initiative. As for Pritzker, Nevada's application has been named Strong Start Nevada PN-3 Initiative. This initiative aims to expand services to more than 24,500 low-income infants, toddlers, and their families through a coordinated, cross-sector policy agenda, achieving at least a 25% increase in services by 2023 (>12,000) and at least 50% by the end of 2025 (>24,500). To achieve this goal, the coalition will advocate for expanded access to and utilization of Medicaid programs for pregnant women, infants, and toddlers; an increase in the capacity, quality, and utilization of early care and education programs; and expanded access to and utilization of individualized family support services (including increasing home visiting and community health workers with an early childhood credential). The current policy agenda for the Strong Start Nevada PN-3 Initiative is attached (Excel doc). This grant is in an extended planning phase and the specific policy goals could change in the next two months.

ECAC Contact:

Marty Elquist, SEED Department Director, The Children's Cabinet
(775) 856-6200 x1197
melquist@childrenscabinet.org

United Way of Southern Nevada

United Way of Southern Nevada (UWSN) is the largest sub-grantee in the state of Nevada working with the Nevada Department of Education's Office of Early Learning and Development. The Nevada Ready! State PreK grant provides free tuition preschool scholarships for qualifying 4-year-old children and families meeting the 200% FPL guidelines for full-day programming in 19 private childcare and Acelero Learning programs in Las Vegas. The Early Education team provides ongoing training and coaching services to support early educators and administrators to provide high-quality education and care for our youngest learners. UWSN partners with UNR Cooperative Extension for monthly coaching and training primarily focusing on social and emotional learning strategies for children, families, and staff. UWSN also partners with Vegas PBS to provide family engagement workshops and teacher training focusing on literacy and learning using the Vegas PBS programming.

UWSN Contact:

Julie Houchins, Director of Early Education for United Way of Southern Nevada

Julieah@uwsn.org

United Way of Northern Nevada and the Sierras

United Way of Northern Nevada and the Sierra (UWNNS) is committed to early literacy and adopted increasing literacy proficiency at the end of third grade as its signature focus in 2015. Since that time, UWNNS has invested over \$3.5 million to increase proficiency to improve the number of third graders reading at grade-level. Investments include:

- **Funded Partnerships:** UWNNS has always valued funded partnerships and invested in programs that help reach the goal of improving early literacy. Since 2015, UWNNS has funded programs like Northern Nevada Literacy Council's *Family Reading Program*, PBS Reno's *Pre-K Ready to Learn Workshops*, The Children's Cabinet's *Home Visiting Program*, Sierra Nevada Journey's *Nature's Transformers* program for first grade students, and Wells Family Resource Center's *Building Blocks to Literacy*. Beginning November 1, 2020, UWNNS is funding two programs for one year. The first is the continuation and expansion of the Pre-K Ready to Learn workshops in Carson City, Washoe, Lyon, Douglas, Elko, and Humboldt counties as well as the Tahoe Unified School District area. The second is the funding of the Boys and Girls Club of Truckee Meadows' Early Learning Centers for the development and certification of the Early Learning Centers staff to improve their delivery of services and care for the participating children.

Counties served: Washoe, Carson City, Lyon, Churchill, Elko, Humboldt, Douglas

- **Northern Nevada Reading Coalition:** UWNNS recognizes that it will take the entire community working together and that solving the region's early literacy issues is bigger than just one organization or one school district. UWNNS is the backbone and funder of the Northern Nevada Reading Coalition that engages 20+ agencies through regular meetings and information sharing on how they will work together. Some of the partners represented include the Washoe County School District, the Washoe County Library System, Nevada Department of Education, Nevada State Libraries, Northern Nevada Literacy Council, PBS Reno, The Children's Cabinet, Food Bank of Northern Nevada, Reno Housing Authority, and Community Health Alliance. In Humboldt County, partners

include the school district, the library system, Boys and Girls Club, and UNR Cooperative Extension. Highlights of the Coalition include the attendance campaign, which featured 800 PSAs shown over two years on PBS Reno and the development of a Literacy Map for Washoe County that is designed for Coalition partners to understand the literacy levels in the Washoe County School District.

Counties served: Washoe and Humboldt

- **United Readers:** United Readers is a UWNNS AmeriCorps program designed to support the literacy acquisition and kindergarten readiness skills to improve third grade reading scores in Washoe County School District. This program operates through both Early Childhood Mentors and In-School Reading Mentors and uses the Heggerty Phonemic Awareness Curriculum to build these critical skills needed for successful reading.

Counties served: Washoe

- **Dolly Parton Imagination Library:** UWNNS serves as the affiliate for the state of Nevada for Dolly Parton's Imagination Library. Dolly Parton's Imagination Library mails a free, monthly, age-appropriate book to children from birth to five years of age who are enrolled in the program. Although the books are free to the families, UWNNS is responsible for the cost of the books and as well as managing the recruitment and database for Nevada participants. Currently, UWNNS is targeting children in low socio-economic households for this program with an emphasis on the 89512 ZIP code. Additionally, in 2021, UWNNS will introduce a regular newsletter to complement the program by providing parents and caregivers with tips on how to read with their child. Currently serving in Washoe County, the Coalition in Humboldt County has raised funds to expand into Humboldt County, and UWNNS will expand into Churchill County and Carson City in the near future.

Counties served: Washoe, Humboldt, Carson City and Churchill

UWNNS Contact:

Kelly Stevens, Vice President, Community Impact
(775) 333-8287

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Early Literacy and Family Literacy Survey

Nevada Public Libraries

November 2020

The role of Nevada Public Libraries in early childhood and family literacy is formidable and an integral part of their missions. Libraries provide a myriad of programs and support services directly to children and their families. With that in mind, we determined it would be appropriate to survey the public libraries throughout the state to get a snapshot of the early childhood and family literacy programming in which the libraries are engaged. The following is a summary of the survey findings:

RESPONSE:

- 34 responses
- 19 out of 21 library systems responded (all except Lincoln County and Beatty)
 - Some libraries submitted more than one response while others (Washoe and LVCCLD) submitted one response for the whole system. The responses for each library system were aggregated so that each library was counted only once.

GETTING BOOKS TO CHILDREN DURING COVID 19: CHECKOUT PROCEDURE: All libraries are currently checking out materials, including Lincoln County and Beatty. Some libraries are offering more than one service (e.g., open for browsing and providing curbside service).

- OPEN FOR BROWSING AND CHECKOUT – 11
- CURBSIDE SERVICE – 12
- GRAB AND GO PICKUP – 3
- OPEN FOR BROWSING AND CHECKOUT BY APPOINTMENT ONLY – 2
- CHILDREN’S BOOK BUNDLES FOR CHECKOUT – 8
- TAKE-HOME ACTIVITY KITS – 13
- FREE BOOKS AVAILABLE FOR PICKUP – 3

FREE BOOK DISTRIBUTION

- 1,000 BOOKS BEFORE KINDERGARTEN – 5
- BOOKS FOR BABIES/NEWBORNS – 4
- PRIZES FOR PROGRAMS – 13
- OTHER MEANS – 7
 - Churchill – includes free books in take-home activity kits
 - Humboldt and Lyon – Little Free Libraries
 - Mineral – choice of free children’s book to anyone who comes in with an appointment
 - North Las Vegas – University of NV Cooperative Extension Literacy Programs provide free books
 - Pahrump and Lyon – put out donated/weeded books for pickup
 - White Pine – getting ready to implement Dolly Parton Imagination Library

LITERACY ACTIVITIES/PROGRAMMING

- 1,000 BOOKS BEFORE KINDERGARTEN - 10
- AWE STATIONS – 5 (these are not currently accessible)
- AWE TABLETS – 7
- BABY LAPSIT/STORYTIME - 5
- TODDLER/PRESCHOOL STORYTIME – 11
 - Some libraries’ programs are for ages 0-5 so the breakdown between baby and toddler/preschool programs may not be completely accurate.
- FAMILY STORYTIME - 10
- PAWS TO READ - 5
- SUMMER READING PROGRAM - 18
- OTHER

POST-PANDEMIC PLANS

- Resume offering in-person story times on same schedule as before – Boulder City, Carson City, Churchill, Douglas, Elko, Henderson, Humboldt, LVCCLD, Lyon, Pahrump, Pershing, Smoky Valley, Tonopah, Washoe, White Pine
- Boulder City – have AWE tablets on order for checkout, post-Covid, they will be in-library use only; in process of making videos for families with ways to read with your child and incorporate early literacy skills into daily life
- Carson City – would like to offer a weekly bilingual storytime; would be open to offering a hybrid virtual/in person program schedule; may continue offering take-home kits for some programs
- Churchill – continue with weekly virtual programs including story time
- Esmeralda – has reading program in place with a prize after reading 10 books
- Henderson – ramp up programming frequency at all branches - with virtual programming, they used a district-wide approach with all programs available to all patrons; increase publicity for 1,000 Books before Kindergarten; resume partnership with University of Nevada Cooperative Extension to host early literacy programs at the libraries
- Humboldt – mix of in-person and virtual programming; Winnemucca: branch back out into community partnerships begun pre-Covid - had started a reading coalition and were working to bring a Little Free Library and Dolly Parton Imagination Library to Winnemucca; McDermitt: would like to start 1,000 Books before Kindergarten and Books for Newborns/Babies; plan to be more hands-on with early literacy with programs like Baby Bounce; plan to take this program out to the reservation; continue outreach with Head Start weekly or biweekly
- Lyon – Yerington: starting a Busy Babies take-home packet with songs, simple activities, and stories
- Mineral – will continue using Beanstack for reading challenges and offering virtual monthly themed puppet shows; AWE stations will be available and AWE tablets available for checkout
- North Las Vegas – will continue with virtual programming in addition to in-person; in-person programs will likely have limited attendance
- Pahrump – will continue with some virtual programs; continue take-home kits; incorporate more outreach programs and hands-on programming for school-aged children
- Pershing – would like to start 1,000 Books before Kindergarten and a program for mothers and babies; tried to get people interested in the family literacy program pre-Covid but were unsuccessful
- Washoe – continue collaborations with partners: CSA Head Starts; WCSD Library Services, Curriculum and Instruction, Department of Family-School Partnerships, Child and Family Services/Early Childhood Education departments; Children's Cabinet; PBS Reno; UWNNS Reading Coalition; NV Department of Education; Food Bank of Northern Nevada; Paws 4 Love/Paws 2 Read
- White Pine – almost set to start Dolly Parton Imagination Library in partnership with Northern Nevada Railroad

In summary, we hope that you find this initial effort to create a Nevada literacy landscape helpful and informative. As a result of our information gathering process, it has become apparent

that a next step is in order. That next step includes collecting data on all of the non-profit organizations throughout the state that are partnering with libraries, United Ways, literacy coalitions, or just working independently. With this information, a database can be created and added to this initial landscape. We are also planning to keep the current information updated as well. We believe an effort such as this will create the opportunity for new and expanded literacy partnerships and coalitions for our state.

If you have any questions or need additional information, please do let us know. We will keep you up to date as we move forward.